

**State Employee Benefits Advisory Council Meeting**  
**April 16, 2012**  
**Statewide Benefits Office**  
**Dover, Delaware**

The State Employee Benefits Advisory Council met on April 16, 2012 in the Statewide Benefits Office, 500 W. Loockerman St., Suite 320, Dover, Delaware. The following Council members and guests were present:

Brenda Lakeman, OMB, SW Benefits, Director  
Pat Griffin, Chair, SEBAC, AOC  
Marsha Carson, SEBAC, DOS

Mary Cooke, SEBAC, DOE  
Leslie Ramsey, OMB  
Dave Leiter, DHSS, AFSCME

Ms. Griffin called the meeting to order at 3:05 p.m.

**Approval of Minutes – (handout)**

Ms. Griffin asked members to review the prior meeting minutes from March 8, 2012 and then requested a motion for approval. Ms. Cooke made the motion and Ms. Carson seconded the motion. Upon unanimous voice vote the minutes were approved.

**Update of SEBC Activities**

Ms. Lakeman reviewed the SEBC agenda for April 17, 2012 indicating the February Fund Equity will be reviewed with the balance at \$51.3M. Increase in surplus due to receipt of \$1.86M Medicare Part D subsidy payment.

For reference purposes, Ms. Lakeman viewed the PowerPoint to be presented to the SEBC related to the Minnesota Life renewal. The current Group Universal Life coverage options and rates were reviewed. A brief history on the rate changes since the start of the program in 2003 was also communicated. Participation in the active group and ported group was discussed, particularly that the active participation has slowed while the ported participation continues to grow. The loss ratio of 80.2% was discussed along with the options to renew at a blended population rate decrease of 6.5%. Proposed plan enhancements to extend dependent child age to 26, special one-time open enrollment for active employees, and option of legacy planning services were presented for discussion. Considerable discussion ensued on the waiver of premium option for disabled enrollees and the options to continue coverage for that group as the premium waiver account fund is projected to be depleted by December 31, 2013. Finally, the change in the elimination period for disability premium waiver from 9 months to 6 months to comply with Delaware Code was discussed.

**SEBAC Comments to SEBC**

SEBAC agreed to a statement at SEBC which supports the changes and new terms that Minnesota Life GUL proposes. SEBAC agrees that new hires are not focused on life insurance coverage when they are hired. They feel it would be a great benefit to open up enrollment to current employees to be able to purchase 1-3 times their base salary up to \$200,000 without Evidence of Insurability (EOI).

**Public Comment**

None.

**Other Business**

None.

Ms. Griffin asked for a motion to adjourn. Ms. Cooke made the motion and Ms. Carson seconded the motion. Upon a unanimous verbal approval the meeting adjourned at 4:48 p.m.

Respectfully submitted,

Brenda Lakeman  
Director, Statewide Benefits Unit, OMB